

OTHER BENEFITS

Federal Flexible Spending Account Program (FSAFEDS)

- * **Facts:** Part of Open Season, Retirees are not eligible, **MUST** enroll each year, must incur expenses by **MARCH 15th** of following year, must file claims by **APRIL 30th** of the following year. Deductions are taken on a pre-tax basis over the course of the year.
- * **Enrollment Types with Minimum and Maximum Annual Elections:**
 - Dependent Care FSA (DCFSA): Used for non-medical expenses to include child care and adult day care. Min: \$100 Max: \$5,000
 - Health Care FSA (HCFSA): Used for medical expenses not covered by FEHB or FEDVIP. Min:\$100 Max \$2,500
 - Limited expense Health Care FSA (LEX HCFSA): Only available for those with a High Deductible FEHB Plan and limited to dental and vision expenses. Min: \$100 Max: \$2,500
- * Minimum and Maximum Rates are for 2015.

For more information visit <http://FSAFEDS.com>

Federal Long Term Care Insurance Program (FLTCIP)

- * **Facts:** Not part of Open Season and can apply any time, family members can apply even if employee does not. New or newly eligible employees or family members have 60 days to apply using the abbreviated underwriting application. You can apply anytime after 60 days using the full underwriting application. FEHB plans do not cover long term care costs.
- * **Cost:** Premium depends on age and benefit options selected

For more information visit <http://www.ltcfed.com>

OTHER BENEFITS (Cont)

Federal Employees' Group Life Insurance Program (FEGLI)

- * **Facts:** Not part of Regular Open Season, (Limited Open Season Events may be available), employees are automatically covered under Basic Insurance unless they choose to waive the coverage and have 60 days to elect optional, must have Basic in order to elect Optional Insurance.
Cost: Agency pays 1/3 of Basic coverage and you pay 2/3, but you pay 100% of Optional coverage. Your age does not affect the cost of Basic coverage but your age will affect the cost of Optional Insurance.
- * **Coverage Types:**
 - Basic: Your annual salary rounded up to the next \$1000 plus \$2000.
 - Optional: A (Standard) \$10000 additional B (Additional) 1-5 times annual pay C (Family) can select 1-5 multiples Spouse-\$5000 Child- \$2500

Current rates can be found here: <http://www.opm.gov/healthcare-insurance/life-insurance/program-information/#url=Premiums-for-Employees>

For more information visit <http://www.opm.gov/healthcare-insurance/life-insurance/>

Professional Liability Insurance (PLI)

Section 642 of Public Law 106-58 requires Federal agencies reimburse law enforcement officers, supervisors, and managers for up to 1/2 of the cost of PLI up to \$150 annually, protecting them from potential liability and attorney's fees for actions arising out of the conduct of official duties.

For more information visit <http://vaww.va.gov/OHRM/Benefits/PLI/>

Military Service Deposits

Please contact your Human Resources Office for information on making a Military Service Deposit that may be creditable towards your retirement.

For more information visit <http://vaww.va.gov/OHRM/Benefits/Retirement/More.asp#Tools>



BENEFITS INFORMATION FOR NEW EMPLOYEES

Providing Information on:

- * CSRS, FERS, FERS-RAE, and FERS-FRAE
- * TSP
- * FEHB, FEDVIP, and FSAFEDS
- * FLTCIP, FEGLI, PLI, and MSD

References:

Guide to Federal Benefits dtd Nov 2014

CSRS-FERS Handbook dtd Apr 1998

Sites:

<http://vaww.va.gov/OHRM/Benefits/>

<http://vaww.infoshare.va.gov/sites/OHRM/Benefits/default.aspx>

<http://www.opm.gov>

**For more information, please contact
the Human Resources Office**

RETIREMENT

Federal Employees Retirement System (FERS) is made up of 3 Components

- * **Basic Benefit Plan Cost:** 0.8% of your base pay if hired on or prior to 12/31/12. Law Enforcement Officers and Firefighters contribute a slightly higher percentage.
- * **Social Security Benefits** (6.2% of base pay)
- * **Thrift Savings Plan (TSP)** Deductions will be taken each pay period in the amount or percentage that you indicate on your TSP-1 form. You receive matching contributions on the first 5% that you contribute each pay period. If you stop making regular contributions, your matching contributions will also stop. The maximum amount you may contribute to TSP is determined by the IRS elective deferral limit, which is \$18,000 annually in 2015.

For more information on FERS go to: <http://www.opm.gov/retirement-services/fers-information/>

FERS Revised Annuity Employees (RAE)

- * **Includes:** Basic Benefit, Social Security Benefit, and TSP (information listed above)
- * **Basic Benefit Plan Cost:** 3.1% of your base salary if hired between 1/1/13 and 12/31/13.

For more information on FERS-RAE go to <http://www.opm.gov/blogs/Retire/2013/5/13/FERS-Revised-Annuity-Employee-FERS-RAE/>

FERS Further Revised Annuity Employees (FRAE)

- * **Includes:** Basic Benefit, Social Security Benefit, and TSP (information listed above)
- * **Basic Benefit Plan Cost:** 4.4% of your base salary if hired on or after 1/1/14.

For more information on FERS-FRAE go to <http://www.opm.gov/retirement-services/publications-forms/benefits-administration-letters/2014/14-107.pdf>

RETIREMENT (Cont)

Civil Service Retirement System (CSRS) is a single benefit plan with a TSP Contribution Option. (This is a closed retirement system).

- * **Basic Benefit Plan Cost:** 7-8% of base pay depending on appointment
- * **Thrift Savings Plan (TSP)** You may contribute up to the IRS elective deferral limit, which is \$17,500 annually for 2013, but there will be no matching by the agency as with FERS.

For more information on FERS and CSRS visit <http://www.opm.gov/retirement-services/publications-forms/csrsfers-handbook/>
For more information on TSP visit <https://www.tsp.gov>.

HEALTH BENEFITS

Federal Employee Health Benefits (FEHB)

- * **Enrollment:** May enroll within 60 days of becoming eligible, if you experience a Qualifying Life Event (QLE), or during Open Season.
- * **Cost:** Shared between you and the agency and is taken on a pre-tax basis unless you opt out. Premiums differ with each specific plan and depend on which enrollment you choose.
- * **Enrollment Types:** You do not need to enroll each year as coverage will continue
 - Self Only:** covers only the employee
 - Self and Family:** covers the employee and all eligible family members
 - Self Plus One:** covers you and one eligible family member (available 2016)
- * **Eligible Family Members**
 - Spouse (including valid common law marriage)
 - Children under age 26 or over age 26 who are incapable of self support.

For an plan comparison and specific QLE information visit <http://www.opm.gov/healthcare-insurance/healthcare-plan-information/guide/2015-guides/70-1.pdf>

HEALTH BENEFITS (Cont)

- * **FEHB and Retirement:** The benefits you receive as a retiree are the same coverage employees receive; however, premiums are paid post tax. You can carry FEHB into retirement if you are entitled to retire on an immediate annuity under a retirement system for civilian employees and you have been continuously enrolled for the 5 years of service immediately before retirement or since first eligible.

For more information visit <http://www.opm.gov/healthcare-insurance/healthcare>

Federal Employees Dental and Vision Insurance Program (FEDVIP)

- * **Enrollment:** May enroll within 60 days of becoming eligible, if you experience a Qualifying Life Event (QLE), or during Open Season.
- * **Cost:** You pay the entire premium and it is taken on a pre-tax basis. Premiums differ with each specific plan and depend on which enrollment you choose.

For an extensive plan comparison and specific QLE information visit <http://www.opm.gov/healthcare-insurance/healthcare/plan-information/guide/2015-guides/70-1.pdf>

- * **Enrollment Types:** You do not need to enroll each year as coverage will continue
 - Self Only:** covers only the employee
 - Self Plus One:** covers enrolled employee or plus one eligible family member
 - Self and Family:** covers the employee all eligible family members
- * **Eligible Family Members**
 - Spouse (including valid common law marriage)
 - Children under age 22 or over age 22 who are incapable of self support.
- * **FEDVIP and Retirement:** The benefits you receive as a retiree are the same coverage employees receive. You can carry FEDVIP into retirement and there is no 5 year requirement as there is with FEHB.

For more information visit <https://www.benefeds.com>